

EEO Public File Report
Mississippi Public Broadcasting
January 23, 2012 – January 22, 2013
Filled Positions

| Full Time Position Title | Date Filled | Recruitment Sources | Number Interviewed | Recruitment Source for Hiree |
|----------------------------|-------------|-------------------------------|--------------------|------------------------------|
| Producer/Director | 2/15/2012 | Agency Job Posting (MAET) | 0 | |
| | | Agency Website | 6 | Agency Website |
| | | Alcorn State Univ. | 0 | |
| | | Belhaven College | 0 | |
| | | CPB Website | 0 | |
| | | Delta State University | 0 | |
| | | Employ. Security Comm. | 0 | |
| | | Hinds Comm. College | 0 | |
| | | HCC Website | 0 | |
| | | Jackson State Univ. | 0 | |
| | | JSU Universities Center | 0 | |
| | | LinkedIn | 0 | |
| | | Millsaps College | 0 | |
| | | Miss. Assoc. of Broadcasters | 0 | |
| | | Mississippi College | 0 | |
| | | Mississippi Link | 0 | |
| | | Mississippi State Univ. | 0 | |
| | | Mississippi Univ. for Women | 0 | |
| | | NAACP State Office | 0 | |
| | | National NAACP State Office | 0 | |
| | | PBS Connect | 0 | |
| | | State Personnel Board | 1 | |
| | | Tougaloo College | 0 | |
| | | Tulane Univ. | 0 | |
| | | Univ. of Mississippi | 0 | |
| | | Univ. of Southern Mississippi | 0 | |
| | | Urban League of Jackson | 0 | |
| Full Time Position Title | Date Filled | Recruitment Sources | Number Interviewed | Recruitment Source for Hiree |
| Business Systems Analyst I | 3/26/2012 | Agency Job Posting (MAET) | 0 | |
| | | Agency Website | 2 | Agency Website |
| | | Alcorn State Univ. | 0 | |
| | | Belhaven College | 0 | |
| | | CPB Website | 0 | |
| | | Current Classifieds | 0 | |
| | | Delta State University | 0 | |
| | | Employ. Security Comm. | 0 | |
| | | Hinds Comm. College | 0 | |
| | | HCC Website | 0 | |
| | | Jackson State Univ. | 0 | |
| | | JSU Univ. Center | 0 | |
| | | LinkedIn | 0 | |

| | | Mashable Jobs | 0 | |
|--------------------------|-------------|-------------------------------|--------------------|------------------------------|
| | | Midtown Partners, Inc. | 0 | |
| | | Millsaps College | 0 | |
| | | Miss. Assoc. of Broadcasters | 0 | |
| | | Mississippi College | 0 | |
| | | <i>Mississippi Link</i> | 0 | |
| | | Mississippi State Univ. | 0 | |
| | | Mississippi Univ. for Women | 0 | |
| | | NAACP State Office | 0 | |
| | | National NAACP State Office | 0 | |
| | | PBS Connect | 0 | |
| | | PRAM Central - Jackson | 0 | |
| | | PRAM – Pascagoula | 0 | |
| | | PRAM – Meridian | 0 | |
| | | PRAM – Gulfport | 0 | |
| | | PRAM – Northeast/Tupelo | 0 | |
| | | PRAM – Oxford/Ole Miss | 0 | |
| | | PRAM – Hattiesburg | 0 | |
| | | PRAM – Columbus | 0 | |
| | | PRAM – Vicksburg | 0 | |
| | | PRAM – Starkville | 0 | |
| | | State Personnel Board | 0 | |
| | | Tougaloo College | 0 | |
| | | Tulane Univ. | 0 | |
| | | Univ. of Mississippi | 0 | |
| | | Univ. of Southern Mississippi | 0 | |
| | | Urban League of Jackson | 0 | |
| Full Time Position Title | Date Filled | Recruitment Sources | Number Interviewed | Recruitment Source for Hiree |
| Sr. Producer/Director | 5/29/2012 | Agency Job Posting (MAET) | 0 | |
| | | Agency Website | 5 | Agency Website |
| | | Alabama Broadcasters' Assoc. | 0 | |
| | | Alcorn State Univ. | 0 | |
| | | Antonelli College | 0 | |
| | | Belhaven College | 0 | |
| | | Broadcast Employ. Svcs. | 0 | |
| | | CPB Website | 0 | |
| | | Delta State University | 0 | |
| | | DeVry University | 0 | |
| | | Employ. Security Comm. | 0 | |
| | | Hinds Comm. College | 0 | |
| | | HCC Website | 0 | |
| | | Jackson State Univ. | 0 | |
| | | JSU Univ. Center | 0 | |
| | | MediaLine.com | 0 | |
| | | Midtown Partners, Inc. | 0 | |
| | | MAB Website | 0 | |
| | | Millsaps College | 0 | |
| | | Mississippi College | 0 | |
| | | <i>Mississippi Link</i> | 0 | |
| | | Mississippi State Univ. | 0 | |

| | | Mississippi Univ. for Women | 0 | |
|--|-------------|-------------------------------|--------------------|------------------------------|
| | | NAACP State Office | 0 | |
| | | National NAACP State Office | 0 | |
| | | PBS Connect | 0 | |
| | | State Personnel Board | 1 | |
| | | Tougaloo College | 0 | |
| | | Tulane Univ. | 0 | |
| | | Univ. of Mississippi | 0 | |
| | | Univ. of Southern Mississippi | 0 | |
| | | Urban League of Jackson | 0 | |
| Full Time Position Title | Date Filled | Recruitment Sources | Number Interviewed | Recruitment Source for Hiree |
| Can I Kick It? Producer (Contractual) | 07/01/12 | Agency Job Posting (MAET) | 1 | Agency Job Posting (MAET) |
| | | Agency Website | 2 | |
| | | Delta State University | 0 | |
| | | Employ. Security Comm. | 0 | |
| | | Midtown Partners, Inc. | 0 | |
| | | NAACP State Office | 0 | |
| | | National NAACP State Office | 0 | |
| | | Tougaloo College | 0 | |
| | | Univ. of Southern Mississippi | 0 | |
| | | Mississippi Film Commission | 0 | |
| Full Time Position Title | Date Filled | Recruitment Sources | Number Interviewed | Recruitment Source for Hiree |
| Early Childhood Facilitators (Contractual – 8 facilitators needed) | 09/01/12 | Agency Job Posting (MAET) | 0 | |
| | | Agency Website | 8 | Agency Website |
| | | Alabama Broadcasters' Assoc. | 0 | |
| | | Alcorn State Univ. | 0 | |
| | | Antonelli College | 0 | |
| | | Belhaven College | 0 | |
| | | Colin Comm. College | 0 | |
| | | Delta State University | 0 | |
| | | Employ. Security Comm. | 0 | |
| | | Hinds Comm. College | 0 | |
| | | Holmes Comm. College | 0 | |
| | | Jackson State Univ. | 0 | |
| | | Midtown Partners, Inc. | 0 | |
| | | Millsaps College | 0 | |
| | | Mississippi College | 0 | |
| | | Mississippi Univ. for Women | 0 | |
| | | NAACP State Office | 0 | |
| | | National NAACP State Office | 0 | |
| | | Tougaloo College | 0 | |
| | | Tulane University | 0 | |
| | | Univ. of Mississippi | 0 | |
| | | Univ. of Southern Mississippi | 0 | |

| Full Time Position Title | Date Filled | Recruitment Sources | Number Interviewed | Recruitment Source for Hiree |
|--------------------------|-------------|--|--------------------|------------------------------|
| Executive Producer | 09/01/2012 | Agency Job Posting (MAET) | 0 | |
| | | Agency Website | 3 | Agency Website |
| | | Agency Social Media (Facebook/Twitter) | 0 | |
| | | Agency Radio Announcements | 0 | |
| | | Alabama Broadcasters' Assoc. | 0 | |
| | | Alcorn State Univ. | 0 | |
| | | Antonelli College | 0 | |
| | | Belhaven College | 0 | |
| | | Broadcast Employ. Svcs. | 0 | |
| | | CPB Website | 0 | |
| | | Delta State University | 0 | |
| | | DeVry University | 0 | |
| | | Employ. Security Comm. | 0 | |
| | | Hinds Comm. College | 0 | |
| | | HCC Website | 0 | |
| | | Jackson State Univ. | 0 | |
| | | JSU Univ. Center | 0 | |
| | | LinkedIn | 0 | |
| | | Midtown Partners, Inc. | 0 | |
| | | MAB Website | 0 | |
| | | Millsaps College | 0 | |
| | | Mississippi College | 0 | |
| | | Mississippi Link | 0 | |
| | | Mississippi State Univ. | 0 | |
| | | Mississippi Univ. for Women | 0 | |
| | | NAACP State Office | 0 | |
| | | National NAACP State Office | 0 | |
| | | PBS Connect | 0 | |
| | | State Personnel Board | 0 | |
| | | Tougaloo College | 0 | |
| | | Tulane University | 0 | |
| | | Univ. of Mississippi | 0 | |
| | | Univ. of Southern Mississippi | 0 | |
| | | Urban League of Jackson | 0 | |
| Full Time Position Title | Date Filled | Recruitment Sources | Number Interviewed | Recruitment Source for Hiree |
| Producer/Director | 01/01/2013 | Agency Job Posting (MAET) | 0 | |
| | | Agency Website | 1 | Agency Website |
| | | Agency Social Media (Facebook/Twitter) | 0 | |
| | | Alabama Broadcasters' Association | 0 | |
| | | Alcorn State Univ. | 0 | |
| | | Antonelli College | 0 | |
| | | Belhaven College | 0 | |
| | | Delta State University | 0 | |
| | | Employ. Security Comm. | 0 | |

| | | Hinds Comm. College | 0 | |
|----------------------------|-------------|--|--------------------|------------------------------|
| | | HCC Website | 0 | |
| | | Jackson State Univ. | 0 | |
| | | JSU Univ. Center | 0 | |
| | | Midtown Partners, Inc. | 0 | |
| | | Millsaps College | 0 | |
| | | Mississippi College | 0 | |
| | | Mississippi State Univ. | 0 | |
| | | Mississippi Univ. for Women | 0 | |
| | | NAACP State Office | 0 | |
| | | National NAACP State Office | 0 | |
| | | Tougaloo College | 0 | |
| | | Tulane University | 0 | |
| | | Univ. of Mississippi | 0 | |
| | | Univ. of Southern Mississippi | 0 | |
| | | Urban League of Jackson | 0 | |
| Full Time Position Title | Date Filled | Recruitment Sources | Number Interviewed | Recruitment Source for Hiree |
| Business Systems Analyst I | 01/02/13 | Agency Job Posting (MAET) | 0 | |
| | | Agency Website | 1 | Agency Website |
| | | Agency Social Media (Facebook/Twitter) | 0 | |
| | | Agency Radio Announcements | 0 | |
| | | Alabama Broadcasters' Association | 0 | |
| | | Alcorn State Univ. | 0 | |
| | | All Access | 0 | |
| | | Antonelli College | 0 | |
| | | Belhaven College | 0 | |
| | | CPB Website | 0 | |
| | | Delta State University | 0 | |
| | | Employ. Security Comm. | 0 | |
| | | Hinds Comm. College | 0 | |
| | | Jackson State Univ. | 0 | |
| | | JSU Univ. Center | 0 | |
| | | LinkedIn | 0 | |
| | | MediaLine.com | 0 | |
| | | Midtown Partners, Inc. | 0 | |
| | | MAB Website | 0 | |
| | | Millsaps College | 0 | |
| | | Minnesota Public Radio | 0 | |
| | | Mississippi College | 0 | |
| | | Mississippi Link | 0 | |
| | | Mississippi State Univ. | 0 | |
| | | Mississippi Univ. for Women | 0 | |
| | | NAACP State Office | 0 | |
| | | National NAACP State Office | 0 | |
| | | NPR List Serve | 0 | |
| | | PBS Connect | 0 | |

| | | PRAM Central - Jackson | 0 | |
|--------------------------|-------------|--|--------------------|------------------------------|
| | | PRAM – Pascagoula | 0 | |
| | | PRAM – Meridian | 0 | |
| | | PRAM – Gulfport | 0 | |
| | | PRAM – Northeast/Tupelo | 0 | |
| | | PRAM – Oxford/Ole Miss | 0 | |
| | | PRAM – Hattiesburg | 0 | |
| | | PRAM – Columbus | 0 | |
| | | PRAM – Vicksburg | 0 | |
| | | PRAM – Starkville | 0 | |
| | | State Personnel Board | 0 | |
| | | Tougaloo College | 0 | |
| | | Tulane University | 0 | |
| | | Univ. of Mississippi | 0 | |
| | | Univ. of Southern Mississippi | 0 | |
| | | Urban League of Jackson | 0 | |
| | | Virginia College | 0 | |
| Full Time Position Title | Date Filled | Recruitment Sources | Number Interviewed | Recruitment Source for Hiree |
| Senior Producer/Director | 01/02/2013 | Agency Job Posting (MAET) | 2 | |
| | | Agency Website | 2 | Agency Website |
| | | Agency Social Media (Facebook/Twitter) | 0 | |
| | | Agency Radio Announcements | 0 | |
| | | Alabama Broadcasters' Association | 0 | |
| | | Alcorn State Univ. | 0 | |
| | | Antonelli College | 0 | |
| | | Belhaven College | 0 | |
| | | Broadcast Employment Services (TVJobs.com) | 0 | |
| | | CPB Website | 0 | |
| | | Delta State University | 0 | |
| | | DeVry University | 0 | |
| | | Employ. Security Comm. | 0 | |
| | | Hinds Comm. College | 0 | |
| | | Jackson State Univ. | 0 | |
| | | JSU Univ. Center | 0 | |
| | | MAB Website | 0 | |
| | | Media Match | 0 | |
| | | Midtown Partners, Inc. | 0 | |
| | | Millsaps College | 0 | |
| | | Mississippi College | 0 | |
| | | Miss. Film Commission | 0 | |
| | | <i>Mississippi Link</i> | 0 | |
| | | Mississippi State Univ. | 0 | |
| | | Mississippi Univ. for Women | 0 | |
| | | NAACP State Office | 0 | |
| | | National NAACP State Office | 0 | |
| | | PBS Connect | 0 | |
| | | Production Hub | 0 | |

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|--|--|-------------------------------|---|--|
| | | State Personnel Board | 0 | |
| | | Tougaloo College | 0 | |
| | | Tulane University | 0 | |
| | | Univ. of Mississippi | 0 | |
| | | Univ. of Southern Mississippi | 0 | |
| | | Urban League of Jackson | 0 | |

| Master List of Recruitment Sources | | | | | |
|------------------------------------|---|------------------------------|--|---|--------------|
| No | Source | Contact | E-Mail/Website | Address | Phone |
| 1 | Agency Job Posting | Human Resources | careers@mpbonline.org | 3825 Ridgewood Rd. Jackson, MS 39211 | 601-432-6565 |
| 2 | Agency Website | Cindy Neal | www.mpbonline.org | 3825 Ridgewood Rd. Jackson, MS 39211 | 601-432-6273 |
| 3 | Agency Social Media | Ashley Jefcoat | Ashley.jefcoat@mpbonline.org | 3825 Ridgewood Rd. Jackson, MS 39211 601-432-6436 | |
| 4 | Agency Radio Station | Kevin Farrell | Kevin.farrell@mpbonline.org | 3825 Ridgewood Rd. Jackson, MS 39211 Jackson, MS 6119 | |
| 5 | Alabama Broadcaster's Assoc. | Sharon Tinsley, Exec. Dir | www.al-ba.com | 2180 Parkway Lake Dr. Hoover, AL 35244 | 205-982-5001 |
| 6 | Alcorn State Univ. | Adrienne Willis | awillis@alcorn.edu | 1000 ASU Dr. 540 Alcorn State, MS 39096-7500 | 601-877-6324 |
| 7 | All Access | Mark Capuano | mcapuano@allaccess.com www.allaccess.com | 28955 Pacific Coast Hwy, Ste. 210 Malibu, CA 90265 | 310-457-6616 |
| 8 | Antonelli College | Career Services | www.antonellicollege.edu/ | 2323 Lakeland Drive Flowood, MS 39232 | 601-362-9991 |
| 9 | Belhaven College | Ashley King | aeking@belhaven.edu | 1500 Peachtree Str. Jackson, MS 39202-1789 | 601-968-5969 |
| 10 | Broadcast Employment Services | | info@tvjobs.com | P.O. Box 4116 Oceanside, CA 92052 | 800-374-0119 |
| 11 | Copiah-Lincoln Comm. College (Electronics Department) | Carey Williamson | www.colin.edu/ | P.O. Box 649 Wesson, MS 39191 | 601-643-5101 |
| 12 | Corporation for Public | Jobline | http://www.cpb.org/jobline | 401 Ninth Street, NW Washington, DC | 202-879-9600 |

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|----|---|--|---|---|------------------------|
| | Broadcasting (CPB) | | | 20004-2129 | |
| 13 | <i>Current</i> | Kathleen Unwin | Currentpublicmedia@gmail.com | 1612 K Street, N.W. Ste 704 Washington, DC 20009 | 877-745-8776 Ext. 1 |
| 14 | Delta State University – Career Services | Christy Montesi | careerservices@deltastate.edu | 1003 West Sunflower Road Cleveland, MS 38733 | (662) 846-3000 |
| 15 | DeVry University – Career Services | Charlotte Brown | Cbrown6@devry.edu | 3343 Perimeter Hill Dr. Nashville, TN 37211 | 901-537-2560 |
| 16 | Employment Security Comm. | Clint Poole | joborder@mdes.ms.gov | 5959 I-55 N. Frontage Rd., Suite C Jackson, MS 39213 | |
| 17 | Hinds Comm. College (HCC) | Jane Moore | jljohnson@hindsgcc.edu | PMB 11278 Raymond, MS 39154-1100 | 601-857-3427 |
| 18 | Hinds Comm. College (HCC) | Joe Johnson | www.hindsgcc.edu/jobplacement | P. O. Box 1100 Raymond, MS 39154-1100 | 601-857-3609 |
| 19 | Jackson State Univ. (JSU) – Career Counseling | Lashanda Jordan | jobplace@jsums.edu | 1400 Lynch St Jackson, MS 39217 | 601-968-2477 |
| 20 | Jackson State Univ. (JSU) - Universities Center | Cassandra Carter | Cassandra.l.carter@jsums.edu | 3825 Ridgewood Rd. Suite 32 Jackson, MS 39211 | 601-432-6118 |
| 21 | Linked In Corp. | | http://press.linkedin.com/ | 2029 Stierlin Court Mountain View, CA 94043 | |
| 22 | Mashable Jobs | | http://jobs.mashable.com/all-jobs/list | 121 E. 24 th St. New York, NY 10010 | |
| 23 | MediaLine.com | medialine@medialine.com | http://www.medialine.com/jobs.htm | P.O. Box 51909 Pacific Grove, CA 93950 | 800-237-8073 |
| 24 | Media Match | Job Bank | http://www.mediamatch.com/usa/ | 8112 1/2 West 3rd Street Los Angeles, CA 90048 | 323 284 5589 |
| 25 | Midtown Partners, Inc. | | http://midtownpartners.org | 329 Adelle Street Jackson, MS 39202 | 601-354-5373 |

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|----|--|---------------------|--|---|-----------------------------------|
| 26 | Mississippi Assoc. of Broadcasters (MAB) | Job Bank | www.msbroadcasters.org | 855 S. Pear Orchard Rd. Suite 403 Ridgeland, MS 39157 | 601-957-9121 |
| 27 | Millsaps College – Career Center | Tonya Nations | careercenter@millsaps.edu | 1701 North State Str. Jackson, MS 39210 | 601-974-1215 |
| 28 | Minnesota Public Radio | | Newslink@mpr.org | 480 Cedar Street Saint Paul, MN 55101 | 651-290-1500 |
| 29 | Mississippi College – Career Services Center | Karen Lindsey-Lloyd | Lloyd@mc.edu | P. O. Box 4010 Clinton, MS 39058 | 601-925-3901 |
| 30 | Mississippi Film Commission | Nina Parikh | nparikh@mississippi.org | Woolfolk State Office Building 501 North West Street, 5th Floor Jackson, MS 39201 P.O. Box 849 Jackson, MS 39205 | 601-359-3297 Fax: 601-359-5048 |
| 31 | Mississippi Link – Classified Ads | Jackie Hampton | www.mississippilink.com | P. O. Box 31238 Jackson, MS 39286 | 601-353-0560 |
| 32 | Mississippi State Univ. – Career Services Center | Scott Maynard | www.career.msstate.edu | P. O. Box P Miss. State, MS 39762-5515 | 662-325-3344 |
| 33 | Mississippi Univ. for Women – Career Services | Towanda Williams | twilliams@ss.muw.edu | 1100 College Str., W-1624 Columbus, MS 39701-5800 | 662-241-7619 |
| 34 | NAACP State Office | Derrick Johnson | NAACPMS@bellsouth.net | 1072 W. JR Lynch Str. Jackson, MS 39203 | 601-353-6906 |
| 35 | National NAACP State Office | Nancy Bailey | nbailey@naacpnet.org | 4805 Mt. Hope Dr. Baltimore, MD 21215 | 410-580-5777 |
| 36 | NPR List Serve | Russell Lewis | rdlewis@npr.org | NPR 635 Massachusetts Ave., NW. Washington, DC 20001 | 202-513-3232 |
| 37 | PBS Connect | PBS Connect Forums | http://connect.pbs.org | 1320 Braddock Pl Alexandria, VA 22314 | 773-739-5132 |
| 38 | Production Hub | Job Bank | www.productionhub.com | ProductionHUB, Inc. 1806 Hammerlin Ave Winter Park, FL 32789 | 877-629-4122 Fax: 407-629-8884 |
| 39 | Public Relations Assoc of Miss. | Susan Christensen | schristens@mmrc rehab.org | 1701 N. State Street Jackson, MS 39210 | 601-974-1033 |

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|----|---|----------------------|--|--|--------------|
| | Chapters (PRAM) | | | | |
| 40 | Public Relations Assoc. of MS Chapters – Gulf Coast Chapter – Pascagoula | Amanda Parker | aparker@singingriver.com | www.prambeach.com No address available | |
| 41 | Public Relations Assoc. of MS Chapters – Meridian Chapter | Pace Cooke Emmons | pcecommons@weemsmh.com | Weems Comm. Mental Health Center P.O. Box 2862 Meridian, MS 39302 | 601-483-4821 |
| 42 | Public Relations Assoc. of MS Chapters – MS Beach Chapter – Gulfport | Melissa Bryant | melissabryant@coastepa.com | No address available | 800-624-3348 |
| 43 | Public Relations Assoc. of MS Chapters – Northeast Chapter – Tupelo | Jennifer Strunk | Jennifer.strunk@mss-traceway.org | No address available | |
| 44 | Public Relations Assoc. of MS Chapters – Oxford/ Ole Miss | Laine Mitchell | lainedill@gmail.com | The Inn at Ole Miss, 1 Alumni Drive Oxford, MS 38655 | 662-234-2331 |
| 45 | Public Relations Assoc. of MS Chapters – Pine Belt – Hattiesburg | Ashlea Maddox | ashlea@pbmhr.com www.pinebeltpram.com | No address available | |
| 46 | Public Relations Assoc. of MS Chapters – PRAM – Golden Triangle Chapter – Columbus | Brennan Dulaney | bdulaney@wcbi.com | No address available | 662-327-4444 |
| 47 | Public Relations Assoc. of MS Chapters – River City – Vicksburg | Leigh Cook | lcook@warren-yazoo.org | No address available | |
| 48 | Public Relations Assoc. of MS Chapters – | Leighton Spann | leightos@ext.msstate.edu www.starkvillepram.org | No address available | |

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|----|---|-----------------|--|--|---------------------------------|
| | Starkville MS State Chapter | | | | |
| 49 | State Personnel Board | Adriane Luckett | www.mspb.ms.gov | 301 North Lamar Str. Jackson, MS 39201 | 601-359-1406 |
| 50 | Tougaloo College – Career Planning & Placement | Gladys Jones | gjones@tougaloo.edu | 500 W. County Line Rd. Tougaloo, MS 39174 | 601-977-7817 |
| 51 | Tulane Univ. | Susan Mickey | smickey@tulane.edu | 6823 St. Charles Ave. New Orleans, LA 70118 | 504-865-5000 |
| 52 | University of Mississippi | Amanda Walker | www.career.olemiss.edu | 303 Martindale Center P. O. Box 1848 University, MS 38677-1848 | 662-915-7174 |
| 53 | Univ. of Southern Mississippi – Career Planning & Placement | Kathy Oliver | cpp@usm.edu | 118 college Drive, Box 5014 Hattiesburg, MS 39406 | 601-266-4153 |
| 54 | Urban League of Greater Jackson, Inc. | Willie M. Cole | None – mail job announcements to address listed | 2310 HWY 80 W. Bldg. 1 Suite E Jackson, MS 39204 | 601-714-4600 |
| 55 | Virginia College | Milton Anderson | Milton.anderson@vc.edu | 4795 I-55 North, Jackson, MS 39206 | 601-977-0960 OR 601-572-3385 |

MISSISSIPPI AUTHORITY FOR EDUCATIONAL TELEVISION

D/B/A MISSISSIPPI PUBLIC BROADCASTING EMPLOYMENT OUTREACH EFFORTS

January 23, 2012 through January 22, 2013

In order to comply with direct contact to a wide diversity of qualified individuals, the Mississippi Authority for Educational Television (hereinafter, "MAET") forwards most job announcements to a number of Mississippi community colleges and universities including several of the historically African-American universities. Those historically African-American universities include Alcorn State University, Jackson State University and Tougaloo College. MAET also sends most job announcements to the minority organizations of Urban League of Greater Jackson as well as the national and state offices of the NAACP. Finally, MAET advertised most job announcements in the minority owned newspaper, *Mississippi Link*.

One of MAET's best resources for reaching a diverse population of Mississippians continues to be the Mississippi Employment Security Commission. The Commission maintains at least one employment center in every county of Mississippi and serves the larger metropolitan areas through several employment centers. Additionally, most job announcements are forwarded to the Mississippi State Personnel Board which posts them in a variety of places and forms including its website located at www.mspb.ms.gov.

MAET also has an active internship program. In 2012 and thus far in 2013, the agency placed twenty-two (22) interns in various departments throughout the agency. Those departments include news and public affairs, radio, education services, production, technical services, support services, public relations and communications. MEAT's internship program serves as an effective way to reach potential employees and mentor students.

In the relevant period, MAET also began airing on television and radio a weekly announcement giving information where organizations could request MAET's job announcement information. The text of the announcements states:

Mississippi Public Broadcasting is looking for organizations that regularly distribute information about employment opportunities to job seekers or have job applicants to refer. Mississippi Public Broadcasting is an Equal Opportunity Employer and encourages minorities and females to apply. If your organization would like to receive notification of job vacancies at Mississippi Public Broadcasting, notify our Human Resources department by writing to careers@mpbonline.org or by calling 601-432-6565.

The announcement runs every week on television every Wednesday night between 7:56:46 p.m. and airs on radio every Saturday morning at 6:17:00 a.m.

MAET continues to seek diverse and economically efficient resources to ensure even greater access to a diverse workforce.

Mississippi Authority for Educational Television

Long-term Recruitment Initiatives

January 23, 2012 – January 22, 2013

- a. **Internship Program – Continuation of an extensive on-going licensee internship program.** The opportunity for an internship with the Mississippi Authority for Educational Television is offered to all students enrolled in or recently graduated from an institution of higher learning. Occasionally, the agency will make an exception and allow individuals who are not enrolled in or graduates of an institution of higher learning. The agency has submitted internship information to all universities, junior colleges and community colleges in Mississippi for several various internships that were available in 2012 and early 2013. Further, internship information is made available to the public via the agency's Website. The internships available and filled in 2012 through early 2013 included internships in the areas of graphics, communications, news and public affairs, support services, radio and production. As of this report, MAET has four (4) interns working on-site and eighteen (18) others worked this past summer and fall in various areas throughout the agency. The intern pool included both male and female applicants. Upon approval of a student's respective institution of higher learning, a student intern may receive credit for the internship. A midterm and final evaluation has been created by MAET to forward to the intern's respective institution of higher learning, should one be required.

Interns interested in the legal profession begin by applying through Mississippi College School of Law's extern program, students enroll in the legal extern class through the law school, attend an interview with the professor and the professor makes a recommendation to MAET based upon grades, interview and interest. The student is exposed to issues dealing with contract negotiation, intellectual property licensing, entertainment contracts, and employment law issues working within Federal and State guidelines. The extern must work with the Agency for a minimum of 135 hours per semester, prepare a report for the law school and receives a grade from the Agency. The first legal extern began Fall Semester 2011 and MAET has continued the program with having an extern each semester. Currently, MAET has one (1) legal extern who interned for Fall semester 2012 and will continue to intern during Spring semester 2013.

- b. **Training Program and Equal Employment Opportunity Training – Providing training to management-level personnel as to methods of insuring equal employment opportunity and preventing discrimination and providing training to enable employees to acquire skills to qualify for higher-level positions.**

MAET offers three (3) avenues for training and continuing education. The venues include (1) training offered via the State Personnel Board, (2) in-house training and (3) attending conferences. Trainings are open to all employees of the agency without regard to race or gender.

- i. Training Offered via the State Personnel Board. The training programs available to various level employees at MAET are evolving and organic programs according to what the Mississippi State Personnel Board mandates and/or offers to state employees. These programs are designed to provide information and skill development to supervisors on the fundamentals of supervising people and programs in government and to assist them with gaining knowledge required of

Supervisors and/or to reach educational benchmarks, which the agency encourages. This training is essential to state employees' acquiring the skills necessary to continue to qualify for higher-level positions and advancement. In the relevant time period, five (5) employees completed the **Basic Supervisory Course** provided by the Mississippi State Personnel Board. This program is designed to develop and enhance professional competency in the area of supervision and effective management skills.

Another prominent management program offered to supervisors at MAET is the **Mississippi's Certified Public Manager Program**, a member of the National CPM Consortium. One (1) employee completed this training program provided by the Mississippi State Personnel Board. This program is designed to develop and enhance professional competency in the field of public management.

One (1) employee completed the **Administrative Support Certification Program** which is training for administrative assistants and/or project officers through the State Personnel Board. This program is designed to provide comprehensive ongoing training to those whom support the program areas of governmental agencies.

ii. **In-House Training.**

Adobe Photoshop and Basic Photography. In 2012, the trainings offered to MAET employees included Adobe Photoshop and Basic Photography. Twenty-seven (27) employees attend these two classes. Plans are underway to offer more classes in 2013 depending on the needs of the agency.

Sensitivity Training (EEO, Title VII and Americans with Disabilities Act) All staff members attended a mandatory sensitivity training seminar that was held on Thursday, June 7, 2012, from 2:30 p.m. until 4:00 p.m. MAET's Deputy Executive Director for Support Services and Contracts, a licensed attorney, conducted the seminar. All staff attended. The seminar content consisted of general policy against sexual harassment, a review of MAET's equal employment opportunity policy and guidelines, sensitivity training, workplace bullying and professionalism.

Intellectual Property Training. Deputy Executive Director for Support Services and Contracts conducted training on Intellectual Property Wednesday, November 14, 2012 from 9:30 a.m. until 11:30 a.m. The training was open to all employees and twenty-five (25) employees attended this training. The training content consisted of trademark law, copyright law and how the legal doctrines interact and do not interact with each other. The instructor included an analysis of most likely scenarios employees may experience at MAET, things to be aware of, tips and how to navigate.

Contracts Procedure Training. Deputy Executive Director for Support Services and Contracts conducted training on the internal contracts procedure on Wednesday, November 14 2012 from 1:30 p.m. until 3:30 p.m. The training was open to all employees of MAET. Sixteen (16) employees attended this training.

iii. Conference Attendance.

The agency also sends many employees to various conferences throughout the year. These conferences provide professional development and are available to employees without regard to gender or race. Below is a list of the different conferences MAET employees attended.

Executive Director

- American Society of News Editors Conference (Charlotte, NC) – April 2012
- Public Broadcasting System Annual Conference (Denver, CO) - May 2012
- National Educational Telecommunications Association (Miami, FL) – July 2012
- National Association of Broadcasters Training Meetings (Washington, DC) – September 2012, October 2012, December 2012, January 2013

Chief Financial Officer

- Professional Media Business Assoc. (Las Vegas, NV) – May/June 2012
- CPB Workshop (Washington, DC) – Dec 2012

Accounting Director

- Professional Media Business Assoc. (Las Vegas, NV) – May/June 2012

Purchasing Manager

- MAGPA (Biloxi, MS) – October 24-26

Deputy Executive Director for Contracts and Support Services

- Current Issues in Employment Law hosted by the University of Miss. Law School – May 2012
- State Government Lawyers CLE hosted by the Attorney General's Office for the State of Mississippi – July 2012

Human Resources Director

- Mississippi Association for Personnel Administrators (Biloxi, MS) – October 2012

Director of Studio Operations

- Mississippi Association of Broadcasters' annual conference (New Orleans, LA) – May/June 2012

Jackson Remote Site Technician

- Alabama Association of Broadcasters' training for engineers (Birmingham, AL) – November 2012

Programming Director

- Public Broadcasting System Annual Conference (Denver, CO) – May 2012
- British Broadcasting Corporation (New Orleans, LA) – October 2012

Promotions Manager

- Final Cut Pro Training Seminar (New Orleans, LA) – August 2012

Programming and POD Manager

- Public Broadcasting System Annual Conference (Denver, CO) – May 2012

Deputy Executive Director for Education Services

- Mississippi Education Computing Association Conference (Jackson, MS) – February 2012
- Grad National Summit (Washington, DC) – March 2012
- Mississippi Association of School Administrators (Jackson, MS) – April 2012
- Rotary International Alabama/Mississippi Joint Conference (Orange Beach, AL) – April 2012
- Public Broadcasting System Annual Conference (Denver, CO) – May 2012
- Dropout Prevention Conference hosted by Mississippi Department of Education (Jackson, MS) – August 2012
- Arkansas Distance Learning Association (Little Rock, AR) – October 2012
- National Education Telecommunications Association (St. Louis, MO) – October/November 2012
- Gear Up Mississippi Conference (Jackson, MS) – November 2012
- Mississippi Counselor's Conference (Biloxi, MS) – November 2012
- Mississippi Association of Black Educators Conference (Jackson, MS) – November 2012
- Mississippi Reading Association (Biloxi, MS) – December 2012

Director of Early Childhood

- Sesame Workshop Session (Jackson, MS) – February 2012

Education Technology Specialist

- Sesame Workshop Session (Jackson, MS) – February 2012

Lead Early Childhood Mentor

- Sesame Workshop Session (Jackson, MS) – February 2012

Early Childhood Mentor

- Sesame Workshop Session (Jackson, MS) – February 2012

Early Childhood Mentor

- Sesame Workshop Session (Jackson, MS) – February 2012
- Growing up Wild hosted by the Mississippi Museum of Natural Science (Jackson, MS) – March 2012

Director of News and Public Affairs

- Public Broadcasting System Annual Conference (Denver, CO) – May 2012
- Public Radio Program Directors Conference (Las Vegas, NV) – September 2012

Educational Reporter

- Education Writers Association Conference (Philadelphia, PA) – May 2012
- Third Coast Conference (Radio producers, audio artists, journalists, documentarians, and students come together, listen to each other's work, share ideas and expertise) (Chicago, IL) – October 2012

Communications Director

- Public Broadcasting System Annual Conference (Denver, CO) – May 2012
- DigMe – Digital Media Conference (Flowood, MS) – October 2012

Digital Media Director

- DigMe – Digital Media Conference (Flowood, MS) – October 2012
- National Education Telecommunications Association (St. Louis, MO) – October/November 2012

Production Director

- Content & Communication World (New York, NY) – November 2012
- National Association of Broadcasters (Las Vegas, NV) – April 2012

Audio Director

- National Association of Broadcasters (Las Vegas, NV) – April 2012

Radio Director

- Public Radio Programming Director Conference (Las Vegas, NV) - September 2012

Senior Radio Producer

- Public Radio Programming Director Conference (Las Vegas, NV) – September 2012

Lead Systems Administrator

- Cisco Telepresence Seminar (Ridgeland, MS) - February 2012
- Information Technology Services Security Meeting (Jackson, MS) - February and July 2012
- Net + Certification Class (Jackson MS) - June 2012
- MS Digital Government Summit 2012 (Jackson, MS) - September 2012
- CSpire State Contract and Mobile Device Seminar (Jackson, MS) – September 2012
- Secure Works Seminar (Ridgeland, MS) - October 2012

Network Administrator

- Net + Certification Class (Jackson MS) - June 2012
- Secure Works Seminar (Ridgeland, MS) - October 2012
- Windows 8 Seminar (Jackson, MS) - December 2012

Network Administrator

- Cisco Telepresence Seminar (Ridgeland, MS) - February 2012
- UCS Tech Day (Ridgeland, MS) - March 2012
- Information Technology Services Security Meeting (Jackson, MS) - July 2012

- c. **Participation in at least four (4) job fairs by station personnel with hiring responsibilities and co-sponsoring at least one (1) job fair with an organization in the community whose membership includes substantial participation of women and minorities.**

March 21, 2012; Mississippi Employment Expo. MAET participated in the Mississippi Employment Expo (Governor's Job Fair Network of Mississippi) at the Mississippi Trademark located in Jackson, Mississippi. The event was open to job seekers from the general public as well as university, college and community college graduates as well as

our military veterans. More than 4,000 job applicants attended. The Human Resources Director and the Education Outreach Assistant were the agency representatives during the entire event.

August 16, 2012; Access Mississippi Opportunities Conference. MAET participated in the 2012 Access Mississippi Opportunities Conference on Thursday, August 16, 2012 from 8:30 a.m. until 3:30 p.m. The goal for this conference was to encourage minority and women-owned business owners from around the state to attend so they may gain a better understanding of how to do business with the state and how to gain access to future contracting opportunities. Approximately twenty-seven (27) business owners attended the MAET booth. The Human Resources Director, Production Director, Radio Director and the Deputy Executive Director for Education Services were the agency representatives at this event.

September 14, 2012; Career Fair. MAET participated in a career fair at Antonelli College from 10:00 a.m. until 2:00 p.m. on Friday, September 14, 2012. This event allowed representatives from our agency to recruit students for employment and internships. Approximately twenty (20) students attended the MAET booth. The Human Resources Director and Human Resources Assistant were the agency representatives at this event.

September 26, 2012; Jacksonians Job Fair. MAET participated in the Jobs for Jacksonians Job Fair on Wednesday, September 26, 2012 from 9:00 a.m. until 5:00 p.m. at the Jackson Medical Thad Cochran Center. This event provided business opportunities to the citizens of Jackson. Approximately 2,000 job applicants attended. The Human Resources Director and Grants Manager for Education Services were the agency representatives for this event.

October 11, 2012; Campus Day Event. MAET participated in the Mississippi Association of Broadcasters' Campus Day Event on October 11, 2012, from 10:30 a.m. until 2:00 p.m. at Belhaven University Student Center. During this event students had their portfolio's critiqued by professionals in their field. There was also a panel discussion where students could ask questions. Approximately twelve (12) students attended the MAET booth. The Production Director was the agency representative for this event.

October 30, 2012; Disability Awareness Day. MAET participated in the Disability Awareness Day on Tuesday, October 30, 2012, from 10:00 a.m. until 2:00 p.m. at the Jackson Medical Thad Cochran Center. This event provided participants with information and services from different state and local agencies. Approximately thirty (30) individuals attended the MAET booth. The Radio Reading Services Director was the agency representative for this event.

November 16, 2012; Cardoza Middle School Career Day. MAET participated in Cardoza Middle School Career Day on November 16, 2012, from 9:00 a.m. until 11:00 a.m. This event's goal was to share career choices with the students. The agency representative discussed the relevance of middle school subjects within the career area, education/training, salary, personal skills, and the schedule of a typical work day. Current vacancy postings were on hand to show students the minimum education requirements, salary and job duties for the open positions. Internship opportunities were

also discussed. Approximately 590 students attended this event. The Human Resources Director was the agency representative for this event.

Future Scheduled Job Fair Events. In February 2013, MAET will participate in Northwest Rankin High School's career day, Jackson State University Career/Internship Fair and Mississippi College Career Fair. In March 2013, MAET will participate in the University of Southern Mississippi's Internship Fair and the Mississippi Employment Expo.